



STATE OF FLORIDA INCENTIVES AVERAGE WAGE REQUIREMENTS

2016 Average Annual County Wage Data

Effective January 1, 2018

	Average Annual Wage ²	Hourly Wage	115% of Avg. Annual Wage	Hourly Wage	125% of Avg. Annual Wage	Hourly Wage	150% of Avg. Annual Wage	Hourly Wage	200% of Avg. Annual Wage	Hourly Wage
STATEWIDE	\$46,346	\$22.28	\$53,298	\$25.62	\$57,933	\$27.85	\$69,519	\$33.42	\$92,692	\$44.56
ALACHUA	\$38,439	\$18.48	\$44,205	\$21.25	\$48,049	\$23.10	\$57,659	\$27.72	\$76,878	\$36.96
BAKER	\$29,697	\$14.28	\$34,152	\$16.42	\$37,121	\$17.85	\$44,546	\$21.42	\$59,394	\$28.55
BAY	\$37,035	\$17.81	\$42,590	\$20.48	\$46,294	\$22.26	\$55,553	\$26.71	\$74,070	\$35.61
BRADFORD	\$35,960	\$17.29	\$41,354	\$19.88	\$44,950	\$21.61	\$53,940	\$25.93	\$71,920	\$34.58
BREVARD	\$45,778	\$22.01	\$52,645	\$25.31	\$57,223	\$27.51	\$68,667	\$33.01	\$91,556	\$44.02
BROWARD	\$48,687	\$23.41	\$55,990	\$26.92	\$60,859	\$29.26	\$73,031	\$35.11	\$97,374	\$46.81
CALHOUN	\$26,386	\$12.69	\$30,344	\$14.59	\$32,983	\$15.86	\$39,579	\$19.03	\$52,772	\$25.37
CHARLOTTE	\$35,061	\$16.86	\$40,320	\$19.38	\$43,826	\$21.07	\$52,592	\$25.28	\$70,122	\$33.71
CITRUS	\$35,166	\$16.91	\$40,441	\$19.44	\$43,958	\$21.13	\$52,749	\$25.36	\$70,332	\$33.81
CLAY	\$35,592	\$17.11	\$40,931	\$19.68	\$44,490	\$21.39	\$53,388	\$25.67	\$71,184	\$34.22
COLLIER	\$44,610	\$21.45	\$51,302	\$24.66	\$55,763	\$26.81	\$66,915	\$32.17	\$89,220	\$42.89
COLUMBIA	\$32,974	\$15.85	\$37,920	\$18.23	\$41,218	\$19.82	\$49,461	\$23.78	\$65,948	\$31.71
DESOTO	\$32,839	\$15.79	\$37,765	\$18.16	\$41,049	\$19.73	\$49,259	\$23.68	\$65,678	\$31.58
DIXIE	\$32,810	\$15.77	\$37,732	\$18.14	\$41,013	\$19.72	\$49,215	\$23.66	\$65,620	\$31.55
DUVAL	\$50,035	\$24.06	\$57,540	\$27.66	\$62,544	\$30.07	\$75,053	\$36.08	\$100,070	\$48.11
ESCAMBIA	\$40,704	\$19.57	\$46,810	\$22.50	\$50,880	\$24.46	\$61,056	\$29.35	\$81,408	\$39.14
FLAGLER	\$31,597	\$15.19	\$36,337	\$17.47	\$39,496	\$18.99	\$47,396	\$22.79	\$63,194	\$30.38
FRANKLIN	\$28,251	\$13.58	\$32,489	\$15.62	\$35,314	\$16.98	\$42,377	\$20.37	\$56,502	\$27.16
GADSDEN	\$33,118	\$15.92	\$38,086	\$18.31	\$41,398	\$19.90	\$49,677	\$23.88	\$66,236	\$31.84
GILCHRIST	\$32,585	\$15.67	\$37,473	\$18.02	\$40,731	\$19.58	\$48,878	\$23.50	\$65,170	\$31.33
GLADES	\$40,680	\$19.56	\$46,782	\$22.49	\$50,850	\$24.45	\$61,020	\$29.34	\$81,360	\$39.12
GULF	\$32,756	\$15.75	\$37,669	\$18.11	\$40,945	\$19.69	\$49,134	\$23.62	\$65,512	\$31.50
HAMILTON	\$39,183	\$18.84	\$45,060	\$21.66	\$48,979	\$23.55	\$58,775	\$28.26	\$78,366	\$37.68
HARDEE	\$31,621	\$15.20	\$36,364	\$17.48	\$39,526	\$19.00	\$47,432	\$22.80	\$63,242	\$30.40
HENDRY	\$36,141	\$17.38	\$41,562	\$19.98	\$45,176	\$21.72	\$54,212	\$26.06	\$72,282	\$34.75
HERNANDO	\$32,614	\$15.68	\$37,506	\$18.03	\$40,768	\$19.60	\$48,921	\$23.52	\$65,228	\$31.36
HIGHLANDS	\$31,724	\$15.25	\$36,483	\$17.54	\$39,655	\$19.06	\$47,586	\$22.88	\$63,448	\$30.50
HILLSBOROUGH	\$50,768	\$24.41	\$58,383	\$28.07	\$63,460	\$30.51	\$76,152	\$36.61	\$101,536	\$48.82
HOLMES	\$25,702	\$12.36	\$29,557	\$14.21	\$32,128	\$15.45	\$38,553	\$18.54	\$51,404	\$24.71
INDIAN RIVER	\$40,043	\$19.25	\$46,049	\$22.14	\$50,054	\$24.06	\$60,065	\$28.88	\$80,086	\$38.50
JACKSON	\$31,356	\$15.08	\$36,059	\$17.34	\$39,195	\$18.84	\$47,034	\$22.61	\$62,712	\$30.15
JEFFERSON	\$32,469	\$15.61	\$37,339	\$17.95	\$40,586	\$19.51	\$48,704	\$23.42	\$64,938	\$31.22
LAFAYETTE	\$26,015	\$12.51	\$29,917	\$14.38	\$32,519	\$15.63	\$39,023	\$18.76	\$52,030	\$25.01
LAKE	\$35,036	\$16.84	\$40,291	\$19.37	\$43,795	\$21.06	\$52,554	\$25.27	\$70,072	\$33.69



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LEE	\$39,933	\$19.20	\$45,923	\$22.08	\$49,916	\$24.00	\$59,900	\$28.80	\$79,866	\$38.40
LEON	\$40,109	\$19.28	\$46,125	\$22.18	\$50,136	\$24.10	\$60,164	\$28.92	\$80,218	\$38.57
LEVY	\$29,954	\$14.40	\$34,447	\$16.56	\$37,443	\$18.00	\$44,931	\$21.60	\$59,908	\$28.80
LIBERTY	\$34,569	\$16.62	\$39,754	\$19.11	\$43,211	\$20.77	\$51,854	\$24.93	\$69,138	\$33.24
MADISON	\$30,884	\$14.85	\$35,517	\$17.08	\$38,605	\$18.56	\$46,326	\$22.27	\$61,768	\$29.70
MANATEE	\$40,086	\$19.27	\$46,099	\$22.16	\$50,108	\$24.09	\$60,129	\$28.91	\$80,172	\$38.54
MARION	\$36,581	\$17.59	\$42,068	\$20.23	\$45,726	\$21.98	\$54,872	\$26.38	\$73,162	\$35.17
MARTIN	\$40,120	\$19.29	\$46,138	\$22.18	\$50,150	\$24.11	\$60,180	\$28.93	\$80,240	\$38.58
MIAMI-DADE	\$50,087	\$24.08	\$57,600	\$27.69	\$62,609	\$30.10	\$75,131	\$36.12	\$100,174	\$48.16
MONROE	\$36,332	\$17.47	\$41,782	\$20.09	\$45,415	\$21.83	\$54,498	\$26.20	\$72,664	\$34.93
NASSAU	\$35,839	\$17.23	\$41,215	\$19.81	\$44,799	\$21.54	\$53,759	\$25.85	\$71,678	\$34.46
OKALOOSA	\$40,146	\$19.30	\$46,168	\$22.20	\$50,183	\$24.13	\$60,219	\$28.95	\$80,292	\$38.60
OKEECHOBEE	\$33,122	\$15.92	\$38,090	\$18.31	\$41,403	\$19.91	\$49,683	\$23.89	\$66,244	\$31.85
ORANGE	\$46,424	\$22.32	\$53,388	\$25.67	\$58,030	\$27.90	\$69,636	\$33.48	\$92,848	\$44.64
OSCEOLA	\$34,627	\$16.65	\$39,821	\$19.14	\$43,284	\$20.81	\$51,941	\$24.97	\$69,254	\$33.30
PALM BEACH	\$51,098	\$24.57	\$58,763	\$28.25	\$63,873	\$30.71	\$76,647	\$36.85	\$102,196	\$49.13
PASCO	\$36,365	\$17.48	\$41,820	\$20.11	\$45,456	\$21.85	\$54,548	\$26.22	\$72,730	\$34.97
PINELLAS	\$46,496	\$22.35	\$53,470	\$25.71	\$58,120	\$27.94	\$69,744	\$33.53	\$92,992	\$44.71
POLK	\$39,963	\$19.21	\$45,957	\$22.09	\$49,954	\$24.02	\$59,945	\$28.82	\$79,926	\$38.43
PUTNAM	\$33,950	\$16.32	\$39,043	\$18.77	\$42,438	\$20.40	\$50,925	\$24.48	\$67,900	\$32.64
SANTA ROSA	\$34,939	\$16.80	\$40,180	\$19.32	\$43,674	\$21.00	\$52,409	\$25.20	\$69,878	\$33.60
SARASOTA	\$43,066	\$20.70	\$49,526	\$23.81	\$53,833	\$25.88	\$64,599	\$31.06	\$86,132	\$41.41
SEMINOLE	\$44,552	\$21.42	\$51,235	\$24.63	\$55,690	\$26.77	\$66,828	\$32.13	\$89,104	\$42.84
ST JOHNS	\$40,303	\$19.38	\$46,348	\$22.28	\$50,379	\$24.22	\$60,455	\$29.06	\$80,606	\$38.75
ST LUCIE	\$36,762	\$17.67	\$42,276	\$20.33	\$45,953	\$22.09	\$55,143	\$26.51	\$73,524	\$35.35
SUMTER	\$36,247	\$17.43	\$41,684	\$20.04	\$45,309	\$21.78	\$54,371	\$26.14	\$72,494	\$34.85
SUWANNEE	\$30,215	\$14.53	\$34,747	\$16.71	\$37,769	\$18.16	\$45,323	\$21.79	\$60,430	\$29.05
TAYLOR	\$38,737	\$18.62	\$44,548	\$21.42	\$48,421	\$23.28	\$58,106	\$27.94	\$77,474	\$37.25
UNION	\$34,291	\$16.49	\$39,435	\$18.96	\$42,864	\$20.61	\$51,437	\$24.73	\$68,582	\$32.97
VOLUSIA	\$36,558	\$17.58	\$42,042	\$20.21	\$45,698	\$21.97	\$54,837	\$26.36	\$73,116	\$35.15
WAKULLA	\$32,905	\$15.82	\$37,841	\$18.19	\$41,131	\$19.77	\$49,358	\$23.73	\$65,810	\$31.64
WALTON	\$34,712	\$16.69	\$39,919	\$19.19	\$43,390	\$20.86	\$52,068	\$25.03	\$69,424	\$33.38
WASHINGTON	\$30,460	\$14.64	\$35,029	\$16.84	\$38,075	\$18.31	\$45,690	\$21.97	\$60,920	\$29.29

¹ Florida Department of Economic Opportunity, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

² All incentives applications received on or after January 1, 2018 will be subject to the new 2016 wages